



DEPARTMENT OF THE ARMY
HEADQUARTERS, 43D SIGNAL BATTALION
UNIT 29227
APO AE 09014

NETC-SER-BC

01 FEB 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum #6 - Equal Employment Opportunity and Affirmative Employment

1. REFERENCE: AR 690-12, Equal Employment Opportunity and Affirmative Action, dtd 04 March 1988.
2. This policy applies to all 43D Signal Battalion subordinate units, regardless of location, as well as their family members, civilian employees and contract personnel. It is to inform all soldiers and civilians assigned or attached of my policy on Equal Employment Opportunity and Affirmative Employment.
3. Equal employment opportunity (EEO) and affirmative employment are not just attitudes that leaders, supervisors or managers should have; they are command requirements to which I am fully committed. EEO and affirmative employment cannot succeed without the total commitment from supervisors or managers.
4. The welfare of people is our most important consideration. It is critical to provide a positive command climate and eliminate inequities; real and or perceived. Leaders have an inherent responsibility to ensure all civilian personnel management decisions are made based on employee merit and performance, not on race, color, age, religion, gender, or national origin by doing so, we enhance the readiness of the command. Management decisions begin with recruitment and continue through all aspects of civilian personnel management (awards, disciplinary actions, promotions, tour decisions, and training).
5. My goal is to ensure EEO and affirmative employment practices are afforded to all civilian employees. I challenge leaders, supervisors or managers in the battalion to share in my commitment and unyielding support, in order to achieve this goal.
6. The proponent of this memorandum is SSG Bussey, Battalion Equal Opportunity Leader at DSN 370-8081.
7. *"Teamwork, Strength, Speed. Always Professional!"*

PHILIP A. HOYLE
LTC, SC
Commanding

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